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## 2013 CITY OF SAN JOSE – MEF NEGOTIATIONS

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### CITY PROPOSAL #12– DISABILITY LEAVE

City Proposed Language:

10.4.1 Disability Leave. Disability Leave Supplement (DLS) is the benefit provided pursuant to this Article, which, when added to Worker's Compensation Temporary Disability (WCTD) results in providing employees eighty-five percent (85%) of their regular base salary. Effective July 7, 2013, employees shall no longer be eligible to receive DLS.

10.4.10 Integration. After the maximum time limit specified in Article 10.4.6, and effective July 7, 2013, the integration of an employee's available leave will occur in the following order: (1) accrued Vacation hours, (2) earned Compensatory Time once Vacation has been exhausted, and (3) accrued Sick Leave once Vacation and Compensatory Time have both been exhausted.

- In no event shall an employee receive an amount, including Workers' Compensation Temporary Disability payments, in excess of an employee's regular base salary.